

**BOX 4-4****Union–Management Partnerships to Train Transit Agency Employees**

The Community Transportation Development Center, a non-profit organization whose board of directors includes representatives from both management and labor in the transit industry, develops labor–management partnerships for workforce development. One such partnership, the Keystone Transit Career Ladder Partnership, was launched in December 2001 with the cooperation of the Southeastern Pennsylvania Transportation Authority, the Port Authority of Allegheny County, the Transport Workers Union, the Amalgamated Transit Union, and the Pennsylvania AFL-CIO. With support from the Pennsylvania Department of Labor and Industry, the partnership is developing and piloting new training curricula across a range of transit occupations experiencing skill shortages with the goal of developing career ladders for incumbent workers so they can progress into higher-level positions. Training of incumbent workers can avert layoffs as new technology is introduced. The partnership also engages local community organizations in recruiting new hires and supporting their entry into transit careers. Such organizations recruit from among dislocated workers, youth, and those reentering the workforce from public assistance and other programs. While the curricula being developed are technology oriented, they also address entry-level training, basic skills, and aptitudes.

As of January 2003, skill assessments were planned, under way, or completed at transit agencies in Johnstown, Altoona, Erie, Harrisburg, Philadelphia, and Wilkes-Barre. After these assessments are completed, similar assessments will be scheduled for nine other transit agencies in the state.

Source: CTDC 2003.